

2019 Fall Conference

Working in



Best Western Ramkota

Sioux Falls, SD

October 15 – 17, 2019

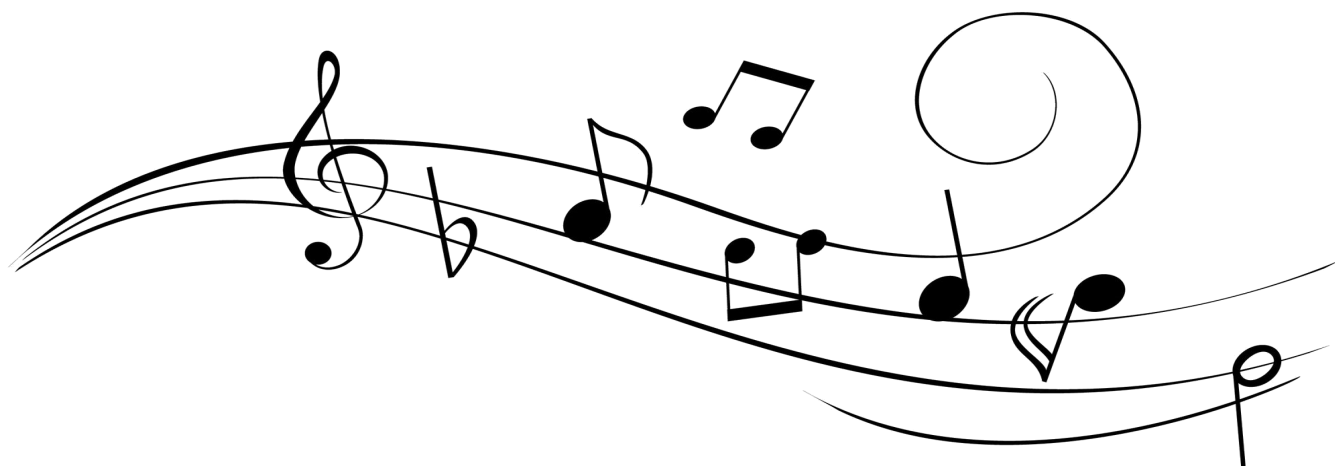
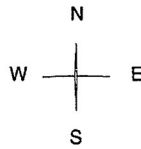


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RAMKOTA FACILITY MAP

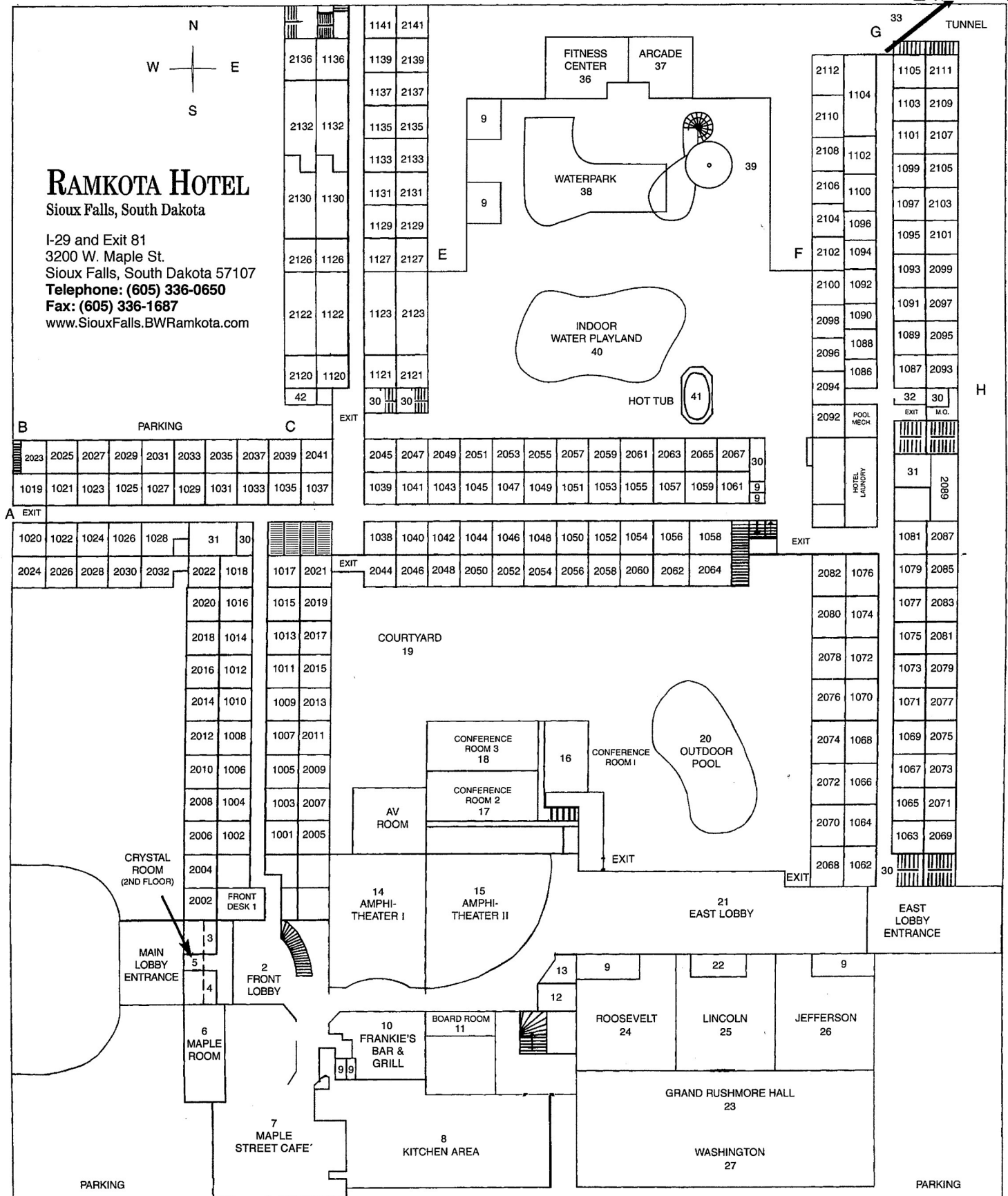
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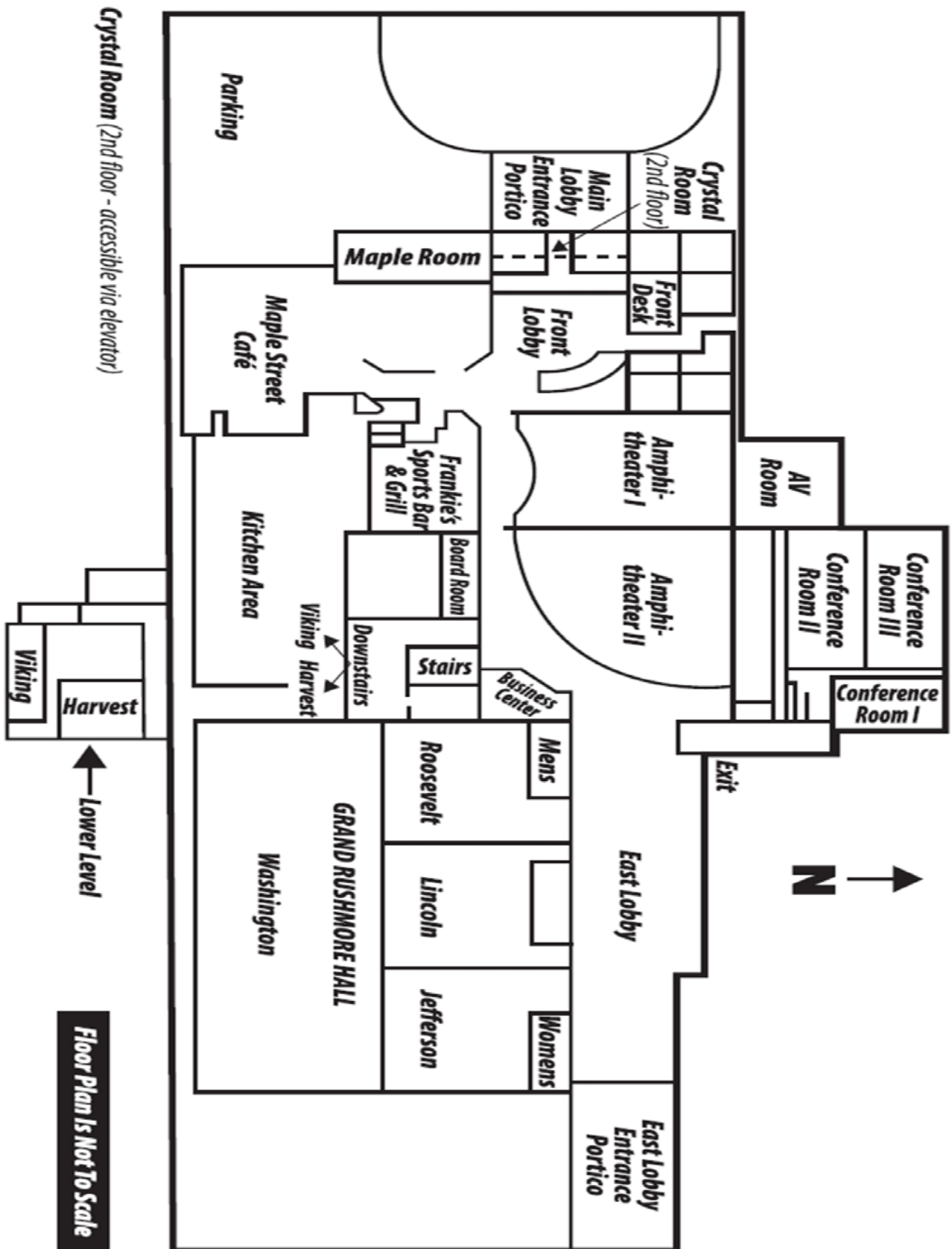
RAMKOTA HOTEL

Sioux Falls, South Dakota

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Fax: (605) 336-1687
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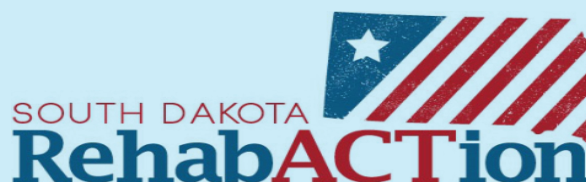
RAMKOTA CONFERENCE MAP



AGENDA AT A GLANCE

TUESDAY, OCTOBER 15, 2019

Time	Activity			
8:30am-11:30am Amphitheater I	Andrea Gaede—Choosing to have a Great Day at Work			
10:00am Lobby	Fall Conference Registration Opens			
1:00pm-1:30pm Washington	Presentation of Colors—American Legion National Anthem—Nick Pavel Welcome and Opening Comments Welcome from Shawnie Rechtenbaugh, DHS Department Secretary			
1:30pm-3:00pm Washington	Michael John Carley—The New Look			
3:00pm-3:30pm Lobby	Break			
3:30pm-5:00pm Rooms	Breakout Sessions			
	Amphitheater I	Amphitheater II	Roosevelt	Jefferson
	Rocky Mountain ADA Center—Public Accommodations	Michael John Carley—Realistic Employment Approaches for Adults on the Spectrum	Taige Tople—Senior Community Service Employment Program	Brenda Smith— Strategies/Tools to be More Effective for Discovery
5:00pm-6:30pm Amphitheater II	RehabACTION Meeting			
7:00pm-9:00pm Washington	Social Duelling Duo			



RehabACTION Membership DRAWING

- ☐ To win this Facebook Portal please purchase or re-new your membership.
- ☐ Information available at the registration table.
- ☐ You don't need to be present to win, but you must be a RehabACTION member.



AGENDA AT A GLANCE

WEDNESDAY, OCTOBER 16, 2019

Time	Activity				
7:30am-8:30am Lobby	Refreshments & Booths Setup				
8:30am-10:00am Rooms	Breakout Sessions				
	Amphitheater I	Amphitheater II	Roosevelt	Washington	Jefferson
	Doug Crandell & SD Panel— Implementing Customized Employment in South Dakota	Rocky Mountain ADA Center— Accommodating Employees with Disabilities		Dr. Kristine Ramsay-Seaner— Poverty Simulation <i>8:30-Noon</i>	Brenda Smith— Charting the Life Course for Employment
10:00am-10:30am Lobby	Break				
10:30am-Noon Rooms	Breakout Sessions				
	Amphitheater I	Amphitheater II	Roosevelt	Washington	Jefferson
	Doug Crandell— Creating and Sustaining a Dynamic Discovery Team	Penelope Phillips— Employer Law		Dr. Kristine Ramsay-Seaner— Poverty Simulation <i>Continued</i>	Janell Christenson— Moral Injuries to Veterans and their Family Members
12:00pm-12:15pm	Time to Walk to Exhibit Hall				
12:15pm-1:30pm Exhibit Hall	Luncheon NDEAM Agenda				
1:30pm-2:30pm Exhibit Hall	Jason Freeman—Doing Our Imperfect Best at Work				
2:30pm-3:00pm Lobby	Break				
3:00pm-4:30pm Rooms	Breakout Session				
	Amphitheater I	Amphitheater II	Roosevelt	Washington	Jefferson
	Doug Crandell— Employer Engagement the Customized Way	Penelope Phillips—The Interactive Process with Employers	Staci Jonson— Adverse Childhood Experiences	Dr Alan Davis— Psychiatric Disability & Higher Education	Think 3D— Power of Culture
5:00pm	Social in Suite 2090				

AGENDA AT A GLANCE

THURSDAY, OCTOBER 17, 2019

Time	Activity			
7:00am-8:00am Lobby	Refreshments			
8:00am-9:30am Rooms	Breakout Sessions			
	Amphitheater I	Amphitheater II	Roosevelt	Jefferson
	Bill McEntaffer & Kendra Ringstmeyer—One-Stop Overview	Dr. Alan Davis—Ethics-Putting it Together	Staci Jonson—Human Trafficking in South Dakota	Think 3D—Effective Communication
9:30am-9:45am Lobby	Break			
9:45am-11:00am Washington	Jan McInnis—Finding the Funny in Change			
11:00am-11:15am Washington	Closing			
11:15am-Noon Washington	DRS Staff Meeting (agency staff only)			
11:15am-Noon Roosevelt	SBVI Staff Meeting (agency staff only)			



*Great appreciation goes out to all the people who helped
organize this year's conference!*

MANY THANKS TO OUR PARTNERS AND CO-SPONSORS

- ♦ Black Hills Special Services Cooperative
- ♦ Business Resource Network
- ♦ Board of Vocational Rehabilitation
- ♦ Board of Service to the Blind and Visually Impaired
- ♦ Disability Rights South Dakota
- ♦ Independent Living Choices
- ♦ LifeScape
- ♦ Sioux Falls Project SEARCH
- ♦ SD Department of Labor & Regulation
- ♦ SD Division of Developmental Disabilities
- ♦ SD Division of Rehabilitation Services
- ♦ SD Division of Service to the Blind and Visually Impaired
- ♦ SD RehabACTion
- ♦ Statewide Independent Living Council
- ♦ Transition Services Liaison Project



Project | SEARCH®

A special thank you to the
Project SEARCH students
from Sioux Falls for all their
hard work during this year's
conference!





CONFERENCE SPECIAL EVENTS/INFORMATION



Annual RehabACTion Meeting at 5:00 pm Tuesday, October 15th — Amphitheater II

- ♦ Election of Officers
- ♦ Certification Awards

Dueling Duo - Tuesday, October 15th—7:00pm

Booths/Vendors - Wednesday, October 16th

National Disability Employment Awareness Month event - Wednesday, October 16th

Hospitality Social—starting at 5:00pm on Wednesday October 16th in Suite 2090

Continuing Education Credits

Continuing Education Credits will be provided through the Commission on Rehabilitation Counselor Certification.

Certificate of Attendance

Certificate of attendance sheets are available at the registration table for CESP and other professional organizations. Following each session attended, see the room moderator to have attendance stamped. Return the attendance sheet to the registration table at the end of the conference and certificates of attendance will then be mailed to you for each session in which attendance was stamped.

Conference Evaluation

Participant input on the Fall Conference presentations and presenters helps the planning committee improve the quality of future training sessions. The conference evaluation can be completed on-line: https://www.surveymonkey.com/r/2019_Fall_Conference or WWW.SDRehabACTion.org. Conference participants will also receive an e-mail following the conference with the evaluation link. The conference program provides a section called “Evaluation Summary” underneath each presentation to write notes about the presentation and presenter. Referring to these notes will be helpful when completing the conference evaluation.

CONFERENCE SPECIAL EVENTS



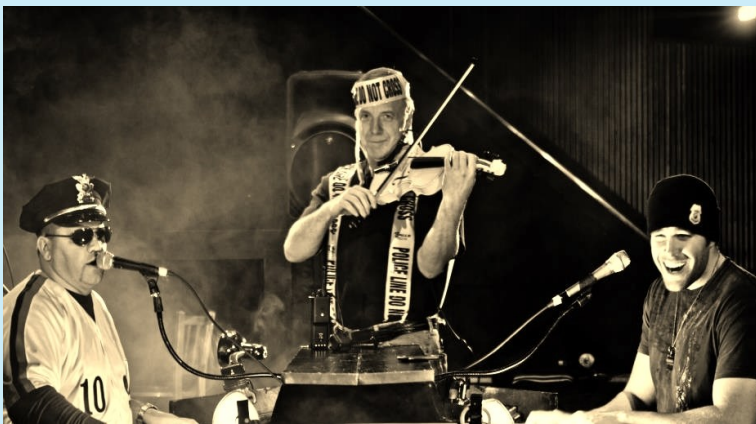
Presentation of Colors is being done by the American Legion Post #15 Honor Guard.

The presentation of colors is a ceremony presenting a flag. The "colors" refer to a flag. A color guard, consisting of two honor guards and two flag bearers, presents the colors. A sergeant-at-arms dictates the orders during the ceremony. Proper respect should be given to the colors at all times during the ceremony.

The National Anthem will be sung by Nick Pavel.



Dueling Duo—October 15th



Performing over 150 shows a year, the Dueling Duo (which actually consists of 3 people) is an all request, Las Vegas-style dueling pianos show that has entertained audiences all over the Midwest. Each member brings his own incomparable talents to the show: Andy's charismatic rapport with the audience and smooth vocal styling, Ryno's comic

viewpoints and massive songbook, along with Dan's multi-instrumentalism all merge together to create a show unlike any other.



Do You Need A Ride?



The Fall Conference has purchased rides for attendees to use for transportation needs between the Best Western Ramkota and other motels. To utilize this free service, you must have the Lyft app on your phone. To schedule a ride, select Promos and enter the code 2019FALL. This will allow you to be picked up or dropped off at the Sioux Falls Best Western Ramkota — 3200 W Maple Street, Sioux Falls only during the conference dates/times.

Stop at the Registration Table if you need Assistance

Find “South Dakota RehabACTION” on Facebook to



the fun of this year’s conference!



All door prize winners will be announced at 3:00pm on Wednesday, October 16th. Head back to the vendor booths to see if you’ve won!

You must be present to win.

Any prizes not collected by 5:00pm will be drawn again during the Thursday morning session.

BOOTHS / VENDORS

On **Wednesday, October 16th**, agencies will have vendor booths in the lobby. Each vendor is donating door prizes that they will draw for in the afternoon. Be sure to visit each vendor for a chance to win a door prize.

Must be present to win.

- ♦ AudioNet America
- ♦ Brain Injury Alliance of South Dakota
- ♦ Business Resource Network
- ♦ DakotaLink
- ♦ Department of Public Safety/Victims' Services Program
- ♦ Disability Rights South Dakota (Client Assistance Program)
- ♦ Division of Developmental Disabilities
- ♦ Division of Long Term Services and Supports
- ♦ Division of Rehabilitation Services
- ♦ Division of Service to the Blind and Visually Impaired
- ♦ Goodwill of the Great Plains
- ♦ Independent Living Choices
- ♦ LifeScape
- ♦ LifeScape Specialty School
- ♦ National Farmworker Jobs Program
- ♦ Oyate' Circle (c/o) Center for Disabilities
- ♦ Rocky Mountain ADA Center
- ♦ South Dakota Benefits Specialist Network
- ♦ South Dakota Council on Developmental Disabilities
- ♦ South Dakota Department of Labor & Regulation
- ♦ South Dakota Parent Connection
- ♦ South Dakota RehabACTion
- ♦ Southeastern Behavioral Healthcare
- ♦ Teachwell Solutions
- ♦ Transition Services Liaison Project
- ♦ USD Center for Disabilities
- ♦ Western Resources for Independent Living



SESSION DESCRIPTIONS Tuesday, October 15th

8:30am-11:30am—Pre-Conference Session

Choosing to have a Great Day at Work

Andrea Gaede

Let's take a walk through a typical work day. This is a choose-your-own-adventure professional development course, where *you* are the narrator of your work day! Discuss options and make the choices that decide the outcome of your day.

Evaluation Summary

1:30pm-3:00pm—General Session

The New Look

Michael John Carley

Very akin to a journey, "The New Look . . ." examines the many ways we look at the entire autism spectrum, and guides us through the confusing mixed messages we receive today. With a very humanist roadmap, author, School Consultant, and past-Executive Director, Michael John Carley, discusses obstacles faced by adolescents and adults, the myths surrounding their capabilities, and briefly goes over the sociological history of why we react the way we do to words like "autism" and "Asperger's." Lastly, as an adult with Autism himself (and the father of a now-college age child with Autism) Carley sprinkles in his own personal reflections as he outlines—characteristic by characteristic—how subjective our view of the spectrum truly can be.

Evaluation Summary

3:30pm-5:00pm—Breakout Sessions

Public Accommodations

Rocky Mountain ADA Center

Discover the purpose and spirit of Title III, along with detailed information of compliance on Title III entities. Clarification of such terms as 'reasonable accommodations', and 'undue burden' will be discussed, along with a focus on reasonable modifications for policies and procedures. Participants will review the ADA definition of a qualified individual with a disability, review equal opportunity to participate, as well as effective communication. We will also discuss maintenance of accessible features and readily achievable barrier removal.

Evaluation Summary

SESSION DESCRIPTIONS Tuesday, October 15th (cont.)

3:30pm-5:00pm—Breakout Sessions (cont.)

Realistic Employment Approaches for Adults on the Spectrum

Michael John Carley

Individuals with non-apparent disabilities are a growing segment of the workforce. With their strong intellectual capabilities and coming from a supportive educational environment, more and more are earning college and post-graduate degrees, and we hear about many new initiatives designed for spectrum adults. Yet unemployment and retention rates for these individuals are significantly worse than those of the general population, and don't seem to be getting any better...even when most D&I numbers could use the boost. Additionally, certain regions actually present more challenges herein because of the cultures they may have. What's going on?

Evaluation Summary

Senior Community Service Employment Program

Taige Tople

Looking for another opportunity that will help place people with disabilities into viable employment and achieve self-efficacy? SCSEP is a federal program that focuses on helping low-income, unemployed adults over the age of 55 find employment opportunities by developing their skills in a work experience training position. This presentation will showcase an overview of how SCSEP works, what an average week looks like for a participant at a community service assignment, and how this program stands to benefit people with disabilities.

Evaluation Summary

Strategies/Tools to be more Effective for Discovery

Brenda Smith

Discovery is a person-centered process that answers the question, "Who is this person?" It's about getting to know the job seeker before developing goals for employment. In this session you will learn practical person-centered strategies to use in discovery to gather information about the person's unique interests, skills, and preferences and more!

Evaluation Summary

HARMONY



SESSION DESCRIPTIONS Wednesday, October 16th

8:30am-10:00am—Breakout Sessions

Implementing Customized Employment in South Dakota

**Doug Crandell
& SD Panel**

This session will give an overview of the implementation of customized employment in the South Dakota Vocational Rehabilitation Program. The panel will consist of Doug Crandell - Griffin-Hammis, Jordan Trumbo - DRS Quality Assurance/Policy Specialist and Matt Simet - Director of Career Advantage.

Evaluation Summary

Employees with Disabilities

Rocky Mountain ADA Center

This session will outline common examples of how to recognize and respond to requests for job accommodations in various job settings. Additionally, this we will provide participants with ideas on how to access the full potential of your workforce. We will define reasonable accommodation in the workplace and describe the obligation of an employer to provide a reasonable accommodation. We will also spend time examining the informal interactive process.

Evaluation Summary



Poverty Simulation

(8:30am-Noon)

Dr. Kristine Ramsay-Seaner

Community Action Poverty Simulation (CAPS) promotes a greater understanding of poverty. During the simulation, participants role-play the lives of low-income families from single parents trying to care for their children to senior citizens trying to maintain their self-sufficiency on Social Security. This live-action simulation enable attendees to understand poverty through an experiential setting, empower low-income volunteers to interact with leaders from their community, and view poverty as a reality.

Evaluation Summary

SESSION DESCRIPTIONS Wednesday, October 16th (cont.)

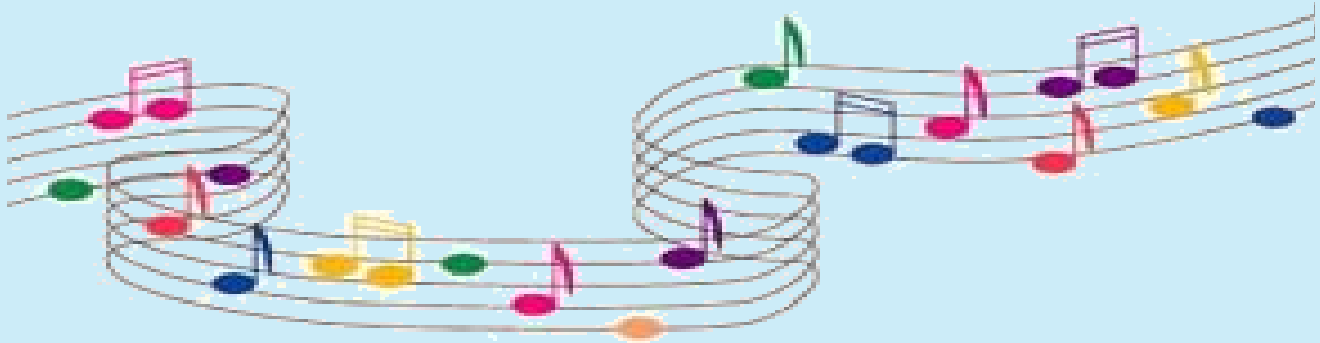
8:30am-10:00am—Breakout Sessions (cont.)

Charting the Life Course for Employment

Brenda Smith

Everyone wants a good life! Having a job and career is an important part of having a good life. *Charting the LifeCourse* is a framework created to help individuals and families of all abilities and all ages develop a vision and plan for a good life. This session will include practice using *Charting the LifeCourse* concepts and skills that will help people plan for employment and the supports needed to be successful.

Evaluation Summary



10:30am-Noon—Breakout Sessions

Creating and Sustaining a Dynamic Discovery Team

Doug Crandell

This session focuses on using the Discovering Personal Genius approach to Discovery. Participants will learn how to: 1) Setup an initial team of supporters to assist with learning about the job seeker in both familiar and unfamiliar settings; 2) Add additional unpaid community members to the team; and 3) Create social capital on behalf of the job seeker which can be used in developing the Three Vocational Themes and Ideal Conditions of Employment. The session will also make use of the Discovery Fidelity Scale.

Evaluation Summary

SESSION DESCRIPTIONS Wednesday, October 16th (cont.)

10:30am-Noon—Breakout Sessions (cont.)

Employer Law

Penelope Phillips

This session will address updates to the Fair Labor Standards Act (FLSA) for employers, including minimum wage and overtime obligations, recent developments with the Department of Labor and Regulation (DLR) and enforcement actions.

Evaluation Summary

Poverty Simulation (cont.)

Dr. Kristine Ramsay-Seaner

Continuation of 8:30am session.

Moral Injuries to Veterans and Their Family Members

Janell Christenson

“Moral Injury is the psychological, social and physiological result of betrayal of what is right and what is wrong.” This presentation will provide information to assist participants in understanding what MORAL INJURY is, how it fits into Post Traumatic Stress Disorder, how it presents in Veterans, and what it takes to help Veterans to find peace with memories that do not go away. Many examples will be provided during the presentation.

Evaluation Summary



SESSION DESCRIPTIONS Wednesday, October 16th (cont.)

1:30pm-2:30pm—General Session

Doing our Imperfect Best at Work

Jason Freeman

We don't plan to make mistakes at work. They simply sometimes happen even when we are focused on doing our best. These mistakes can either become a reason to hide and give up, or they fuel our growth and strengthen our commitment to do our best. When our mistakes become the source of our growth and renewed commitment we become more powerful and effective at work.

Evaluation Summary

3:00pm-4:30pm—Breakout Sessions

Employment Engagement the Customized Wage

Doug Crandell

This session will pick up during Stage Five of the Discovery Staging Record and will focus on moving from thoroughly understanding the job seeker's Ideal Conditions of Employment to create the Lists of Twenty for each Vocational Theme. Participants will learn how to: 1) Populate the Lists of Twenty with diverse employers, including nonprofits, trade groups, small businesses and like-minded community members; 2) Arrange and facilitate Informational Interviews with and without the job seeker and; 3) Create visual portfolios and resumes that reflect the job seeker's strengths, endearing traits and potential contributions to a workplace. This session will make use of three succinct Return-on-Investment studies that can be leveraged during job negotiation.

Evaluation Summary

The Interactive Process With Employers

Penelope Phillips

This session will address the ADA and applicable state law and discuss reasonable accommodation obligations under the ADA as well as the required interactive process.

Evaluation Summary

SESSION DESCRIPTIONS Wednesday, October 16th (cont.)

3:00pm-4:30pm—Breakout Sessions (cont.)

Adverse Childhood Experiences

Staci Jonson

This training is to ensure the participants understand the dynamics that trauma has on an individual and at the community level. Not only does this training include the ACEs study, but also dives into understanding the brain development and epigenetics of a person who has experienced trauma. We will help explain the connection between brain development and adaptive behaviors in people who have experienced trauma. This training will also discuss resiliency and how to build these individuals. Each participant will leave with a better understanding of their role in building self-healing communities.

Evaluation Summary

Psychiatric Disability & Higher Education

Dr. Alan Davis

This presentation explores higher education challenges faced by students with severe and persistent mental illness. Specific recommendations are provided to reduce the likelihood of relapse, and to promote academic success.

Evaluation Summary

Power of Culture

Think 3D

A culture exists in every business with more than one employee. We address the potential that lies in focusing on your organization's culture to maximize the potential of your team.

Evaluation Summary



SESSION DESCRIPTIONS Thursday, October 17th

8:00am-9:30am Breakout Sessions

One-Stop Overview

Bill McEntaffer
& Kendra Ringstmeyer

An overview of how the One-Stop delivery system brings together workforce partners to offer a customer-focused service delivery network. This model enhances access to program services to improve employment outcomes for individuals and a stronger workforce for businesses.

Evaluation Summary

Ethics—Putting it Together

Dr. Alan Davis

This presentation explores ethical dilemmas that are not directly referred to in the CRC code of ethics. Suggestions for counselors are provided as a means to ensure the counselor choices are consistent with the most well-established ethical traditions.

Evaluation Summary

Human Trafficking in South Dakota

Staci Jonson

This presentation is designed to discuss how to recognize signs of human trafficking. Participants will learn more about child sexual abuse and the risks of human trafficking and human trafficking patterns specific to South Dakota. Participants will learn how to respond appropriately to disclosures of abuse and respond to possible issues of human trafficking.

Evaluation Summary



SESSION DESCRIPTIONS Thursday, October 17th (cont.)

8:00am-9:30am Breakout Sessions (cont.)

Effective Communication

Think 3D

Miscommunication lies at the core of most issues in the workplace. We discuss the critical steps to improving communication at all levels of an organization in order to foster a more efficient and effective work culture.

Evaluation Summary



9:45am-11:00am General Session

Finding the Funny in Change

Jan McInnis

Whether it's going green or the myriad of new rules that govern the industry, we are constantly reacting to a new playing field. From reform to the new industry rules and regulations that are being developed, professionals are routinely having to reassess and re-evaluate their practices. And all of this change causes fear, tension and miscommunications! Jan will show you how to diffuse tension instantly, kick off tough conversations facilitate communications all by using humor that you, yourself can do. And she'll also give you the latest research between laughter and health – yes they're actually studying this stuff! Customized for your event and industry this keynote will have attendees walk away laughing AND learning as they discover the steps they can take to conquer, and even embrace, change.

Evaluation Summary

NOTES

NOTES

P R E S E N T E R B I O G R A P H I E S



Andrea Gaede is a Training Specialist from the Bureau of Human Resources, Employee & Organizational Development. Before coming to the SD State workforce, Andrea worked in senior life enrichment, youth development, customer service, photography, and studio art. She has a passion for knowledge and a heart for service.

Michael John Carley—As the Founder, and first Executive Director of GRASP, the largest organization in the world comprised of adults on the autism spectrum, Michael John Carley has contractually spoken at almost 150 conferences, hospitals, universities, and health care organizations, including trainings at numerous school districts and Fortune 1000 companies. As the Executive Director of ASTEP (now "Integrate"), he also spoke at conferences focusing on Human Resources, Corporate Diversity & Inclusion, and he conducted numerous webinars for more Fortune 1000 companies. Along with his (then) 4-year old son, he was diagnosed with AS in November of 2000. Re-evaluated under DSM-5 in 2014 he was diagnosed with Autism Spectrum Disorder. He lives with his wife, Kathryn Herzog, and 2 sons in Green Bay, Wisconsin. After decades of New York City, they recently moved to the Midwest to take care of family and write on a porch—when it isn't freezing.



Taige Tople is the SCSEP and Wagner Peyser Labor Program Specialist at the SD Department of Labor and Regulation. She holds a Bachelor of Political Science degree from South Dakota State University and a Master of Public Administration degree from the University of South Dakota. She graduated from her Master's program after taking a summer internship with DLR and then was hired full-time. Her role at DLR is to ensure that individuals who walk through the doors of DLR Job Service Offices are able to find fulfilling and self-sustaining employment opportunities through services such as job search assistance, job referrals, and guided placement assistance. Additionally, it is also her responsibility to ensure that DLR is partnering with South Dakota businesses to identify their workforce needs and help them maintain a skilled workforce through training and job referrals of qualified candidates.



Rocky Mountain ADA Center has a mission to provide information, guidance and training on the Americans with Disabilities Act (ADA) tailored to meet the needs of individuals and organizations in Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. RMADAC helps individuals, institutions and businesses understand their rights and responsibilities under the ADA, and supports full implementation of the ADA.



ROCKY MOUNTAIN
A D A C E N T E R

C O • M T • N D • S D • U T • W Y

PRESENTER BIOGRAPHIES

Brenda Smith is a certified Person-Centered Thinking trainer, LifeCourse Ambassador, parent and advocate. She earned her undergraduate degree in Elementary and Special Education and has been involved in disability issues for 40 years. She currently provides training to professionals, educators, families, and self-advocates. Brenda is recognized nationally in the PCT movement as a family leader. She feels her greatest life teachings have come from her son, as well as from other individuals with disabilities and their families. She is passionate about helping families, educators, and other professionals envision positive futures that include employment for all.



Doug Crandell has managed, staffed and directed community mental health and disability programs at the provider level for 25 years. He has been the Project Director for a number of demonstration grants funded through the U.S. Dept. of Labor, the Bureau of Justice Assistance and the Social Security Administration. He directed Georgia's Medicaid Infrastructure funded by the Centers for Medicare & Medicaid Services. He is a Senior Consultant with Griffin-Hammis Associates, and on the faculty of the Institute on Human Development and Disability at the University of Georgia. For the last four years, Doug has provided training and technical assistance to Georgia's supported providers through a joint effort with the Carl Vinson Institute of Government. He is a Subject Matter Expert (SME)

with the Office of Disability Employment Policy in D.C. and is currently working with several states to restructure their employment supports to include evidence-based supported employment, customized employment, and self-employment.

Dr. Kristine Ramsay-Seaner was awarded her Ph.D. in Counselor Education and Supervision from Auburn University in 2016. She is an Assistant Professor at South Dakota State University in the Counseling and Human Resource Development graduate program. She is a Nationally Certified Counselor (NCC) and currently teaches several courses at South Dakota State including Counseling the Addictive Client and Multicultural Counseling and Human Relations. She currently serves as the Co-Project Director for two federally funded opioid misuse prevention grants that provide programming in both South and North Dakota. Her primary responsibilities include overseeing program implementation and coordination with North Dakota State University. She has organized trainings which have brought opioid misuse training to over 1,000 individuals in rural SD/ND. Dr. Ramsay-Seaner has received over \$900,000 in grant funding (internally and externally) to prevent opioid misuse in rural communities. Her research and advocacy interests include counseling individuals representing diverse populations particularly effectively meeting the mental health needs of rural Americans.



PRESENTER BIOGRAPHIES



Penelope (Penny) Phillips is an attorney who focuses exclusively on counseling and representing employers in all areas of employment law. She is also a frequent teacher and trainer on employment issues. She provides ongoing training to employers, managers, human resource personnel and other lawyers on matters such as the FMLA, ADA, wage and hour laws, hiring and firing, sexual and unlawful harassment, discrimination, conducting investigations, alcohol and drug testing, and reductions-in-force. Penny strongly believes in providing her clients with strategies and solutions (not just answers) based on quality human resources practices.

Janell Christenson, APRN-BC, LAC, CT, CHPN currently, she holds the position of a local recovery coordinator for the Sioux Falls VA Healthcare System. As a recovery coordinator, Janell facilitates recovery-oriented services across mental health programs to help ensure Veterans have access to rehabilitation and recovery services. Previously, Janell worked as a suicide prevention coordinator for 10 years with the Sioux Falls VA Healthcare System where she was a clinical expert in the area of suicide and crisis and identifying ways to help these veterans. Janell also has 20 years of experience working as a both a clinical nurse specialist in psychiatry and as a manager for an addiction recovery program. In addition to her work experience, Janell also provides consultation and training services in areas including suicide prevention, mental health, critical incident stress management, crisis prevention and intervention, and addiction and has published several journal articles.



Jason Freeman is on a mission. That mission: to speak to millions of people in his lifetime. Why? Well, as it turns out, transcending the physical limitations of a speech impediment and coordination differences, stemming from being born with cerebral palsy, weren't the hardest things he had to overcome. His hardest obstacle was prevailing against the mental anguish of self-hatred and shame he developed surrounding his body and voice. Today Jason considers his cerebral palsy a gift. Calling cerebral palsy a gift might seem ironic but for Jason, this is precisely what he grew to appreciate it as: a profound gift that allowed him to chart a profound course in life. In addition to realizing his dream of becoming a professional speaker (yes, you read that correctly), writing a memoir/self-help book entitled "Awkwardly Awesome - Embracing My Imperfect Best" and delivering a meaningful TEDx talk, Jason travels the country, speaking about his experience overcoming both physical and perceived limitations as a way to excite and encourage his audiences to break the barriers of their own limitations using a method he created, called "doing your *Imperfect Best*™".

Staci Jonson, CSW-PIP, has over ten years of experience working with youth, families, and communities. A majority of this work has been spent working with youth in the foster care and juvenile justice systems. She has a deep passion for helping find the good within individuals, families, and communities to help that grow. When I think about my "why" it really boils down to I have witnessed firsthand in a variety of ways the impacts of ACEs and it just makes sense. We spend so much time trying to "fix" things and this work gives an explanation and a solution. The solution is the hope that keeps me going, knowing that people are doing the best they can, and if we surround our kids, families, and communities with information to help them grow their strengths the possibilities are endless!



P R E S E N T E R B I O G R A P H I E S



Dr. Alan Davis was born in Tacoma, Washington and received a public school education. After serving in the US Army, he attended Western Washington University and graduated with a Bachelor of Arts degree in Psychology. He earned a master's degree in Rehabilitation Counseling at the University of Kentucky, and later completed his doctoral studies in Counselor Education and Supervision at Oregon State University. He has worked in various capacities as a counselor since 1978 servicing clients with both physical and psychiatric disabilities. His counseling experience involves mental health and rehabilitation agencies. He was the Director of the Counseling Center at Eastern Oregon State College and has been a counselor educator since 1993. His special interest is psychiatric disability, particularly personality disorders, and is a life member of Chi Sigma Iota.

Think 3D has been working in the financial industry for varying Fortune 500 companies collectively for over 30 years. Vaney Hariri and Tamien Dysart have carried with them a successful track record of developing and implementing strategies and programs to help build and sustain high performing cultures. Their proven capabilities in leadership development are at the core of what has led to their success in numerous cultural environments.



Kendra Ringstmeyer started with the Department of Labor and Regulation (DLR) in 2011 as an Employment Representative at the Pierre Local Office. A year later she was promoted to the Labor Program Specialist position at the central office where she oversaw the WIOA Youth Program and Disability Employment Initiative grant.

Bill McEntaffer has been with the Department of Labor and Regulation (DLR) for 22 years. He has held many positions within DLR as the local office manager, program specialist, workforce training director and currently the Field Operations Director.



Jan McInnis, has written for Jay Leno's Tonight Show monologue as well as many other people, places and groups – radio, TV, syndicated cartoon strips, guests on the Jerry Springer show (her parents are proud!). For the past 24+ years she's traveled the country as a keynote speaker, and comedian sharing her unique and practical tips on how to use humor in business (yes it's a business skill!). In her former life, she was a marketing executive in Washington, D.C. for national non-profits, and she is a past recipient of the Greater Washington Society of Association Executives "Excellence in Education" Award. Jan has spoken to thousands of organizations from the Federal Reserve Banks to the Mayo Clinic. She is author of two books: "Finding The Funny Fast," and "Convention Comedian," and has been heard on hundreds of radio stations. Jan was also featured in the Wall Street Journal, The Washington Post, and the Huffington Post.

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2020

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